

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON MARCH 30, 2016
FROM:	VERONICA MCALEA MAJOR MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER
SUBJECT:	PUBLIC SECTOR SALARY DISCLOSURE ACT REPORT FOR CALENDAR YEAR 2015

RECOMMENDATION

That, on the recommendation of the Managing Director, Corporate Services and Chief Human Resources Officer, the following Report **BE RECEIVED** for information.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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Report to Corporate Services Committee for its meeting held on March 24, 2015.

BACKGROUND

The Public Sector Salary Disclosure Act, 1996 (PSSDA) was enacted to assure the public disclosure of salary and benefits paid in respect to employment in the public sector. The PSSDA requires organizations in receipt of substantial Provincial funding to disclose the amount of salary and benefits paid to employees to whom the employer paid at least \$100,000 as salary.

The filing with the Province discloses amounts paid to employees as salary and as taxable benefits who earned more than \$100,000 in 2015. An employee's "salary" includes salary paid in the calendar year and, if applicable, amounts paid for acting pay, overtime, retroactive payments, settlements or vacation. An employee's "taxable benefits" includes amounts for items such as life insurance, parking, and vehicle allowances. The salary disclosure filing with the Province for Agencies, Boards & Commissions was forwarded to the Ontario Ministry of Finance on March 4, 2016.

This summary report, related to the filing with the Province, refers only to City Service Areas, Tourism London and the London Convention Centre. As it relates to these groups the filing with the Province includes:

- 251 employees who are members of the London Professional Fire Fighters Association ("LPFFA");
- 142 management employees;
- 4 employees who are members of London Civic Employees Local Union No. 107
- 1 employee who is a member of Service Employees International Union Local 1 Canada
- 1 employee from Tourism London; and
- 1 employee from the London Convention Centre.

The salaries listed in the filing with the Province reflect 2015 salaries for all employee groups, except for, the salaries of employees who are members of the LPFFA. The LPFFA is at interest arbitration with the Corporation and the salaries for these employees for 2011, 2012, 2013 and 2014 are based upon interim salary increases and/or one time lump sum payments awarded for those years. The LPFFA is seeking further salary increases for each of those years. The interest arbitration does not cover 2015, accordingly the amounts reflected in the filing with the Province may not reflect "final" 2015 salaries for employees of this employee group as retroactive adjustments may be required.

Acknowledgements

This Report was prepared with the assistance of Finance and Corporate Services.

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